











Scorecard >

1.0 Customer		Actual	Goal	As of Date
1.1 Increased urban infill development and decreased urban sprawl (DP&Z)				
	Initiate and Complete Area Plans Timely	1	1	FY06 Q3
	Countywide Planning Project - Develop a workplan for the initiative by Quarter 4	50 %	50 %	FY06 Q3
	Maintain countywide land use and land supply/capacity updated quarterly (Research/Planning Data & Maint.)	100 %	100 %	FY06 Q3
	Percent of Initial Processing of Public Hearing Applications, First 40 Days	100 %	100 %	FY06 Q3
	Percentage Completion of Landscape Reviews of Building Permit Plans (Residential - 2 days; Commercial - 3 days) (Bldg. Perm. Proc. Improv.)	74 %	100 %	FY06 Q3
	Percentage Completion of Zoning Reviews of Building Permits (Residential - 2 days; Commercial - 3 days) (Zoning Division) (Bldg. Perm. Proc. Improv.)	88 %	100 %	FY06 Q3
	Percentage of Zoning and Landscape Inspections Performed within 24 hours	100 %	100 %	FY06 Q3
	Percentage of Impact Fee Assessments and Collections for Office Projects within 48 Hours	100 %	100 %	FY06 Q3
	Percentage of Impact Fee Assessments and Collections for Retail Buildings within 48 Hours	100 %	100 %	FY06 Q3
	Percentage of Impact Fee Assessments and Collections for Single Family Residences within 24 Hours	100 %	100 %	FY06 Q3
	Percentage of Impact Fee Assessments and Collections for Warehouse Projects within 48 Hours	100 %	100 %	FY06 Q3
	Percentage of Impact Fees Assessments and Collections for Additions for Single Family Residences within 24 Hours	100 %	100 %	FY06 Q3
1.2 Strengthened bond between the community and Miami-Dade County government (DP&Z)				
	Complete resolution 14 days after receipt of motion slip for the zoning hearing	100 %	100 %	Jun 2006
	Outreach Community Meetings (Administration)			
	Outreach Community Meetings (Planning)			
	Outreach Community Meetings (Zoning)			
	Resolutions/Development Orders	40	40	Jun 2006
1.3 Easily accessible information regarding County services and programs - (DP&Z)				
	Ensuring results are posted on zoning maps 30 days of receipt of resolution	92 %	100 %	FY06 Q3
1.4 Protection of viable agriculture, wetlands and environmentally-sensitive lands (DP&Z - Planning Watershed Study Completion)				
	The study period - Watershed Plan (Metropolitan)	90 %	75 %	FY05
	File CDMP amendment applications, as necessary, to incorporate policy recommendations of the Study (Metropolitan)	0 %	0 %	FY05
1.5 Increased availability of affordable and special needs housing (DP&Z)				
	Percentage Completion of an Inclusionary Zoning Ordinance for Workforce Housing (Zoning)	100 %	100 %	May 2006
	Prepare new goals, objectives and policies component for Inclusionary Housing (Research)	100 %	100 %	FY05
1.6 Improved community access to information and services (DP&Z) (Inspector's Vehicle Tracking System) (Tech. Advancements)				
	Complete Testing-Production	100 %	100 %	FY06 Q3
	Web Application	100 %	100 %	FY06 Q3

1.7 <u>Improved Community access to information and services (DP&Z GIS Planning needs) (Tech. Enhancements)</u>			
 <u>Analysis for Planning's GIS applications to determine needs</u>	100 %	100 %	FY06 Q3
<u>In-house maintenance, support & enhancements to LUMA & CDM applications</u>	n/a	n/a	FY06 Q3
<u>New customized in-house or web-based applications for user by Planners</u>	n/a	n/a	FY06 Q3
<u>Provide the necessary resources to hire 1 Sr. Systems Analyst to support GIS applications (DP&Z)</u>	n/a	n/a	FY06 Q3
<u>Take over applications from the vendor</u>	n/a	n/a	FY06 Q3
1.8 <u>Improved community access to information and services - (DP&Z GIS Zoning Historical Layer) (Tech. Enhancements)</u>			
 <u>Begin analysis of GIS Zoning History Layer</u>	15 %	15 %	FY06 Q3
1.9 <u>Customer Service Surveys</u>			
 <u>Secret Shopper Score (Planning and Zoning)</u>	4.2	4.0	Cal05
<u>A. Development and land use in the County</u>	28.36 %	n/a	FY05
<u>B. Development and land use in your neighborhood</u>	38.77 %	n/a	FY05
<u>C. How the County is managing growth</u>	22.17 %	n/a	FY05
<u>E. Overall effectiveness of revitalization efforts in low income areas in the County</u>	55.36 %	n/a	FY05


2.0 Financial		 ADD	
	Actual	Goal	As of Date
2.1 <u>Meet Budget Targets (DP&Z)</u>			
 <u>Expen: Total (Planning and Zoning)</u>	\$3,685	\$6,530	FY06 Q3
 <u>Revenue: Total (Planning and Zoning)</u>	\$6,661	\$6,529	FY06 Q3

3.0 Internal		 ADD	
	Actual	Goal	As of Date
3.1 <u>Staff Count (DP&Z)</u>			
 <u>DP&Z Approved Budgeted Positions</u>	171	171	FY06 Q3
 <u>DP&Z Vacant Positions</u>	24	0	FY06 Q3

4.0 Learning and Growth		 ADD	
	Actual	Goal	As of Date
4.1 <u>Workforce skills to support county priorities (Mentoring, Leadership, Customer Serv. etc.) (DP&Z)</u>			
<u>Workforce Supervisory Development Trainings (Administration)</u>			
<u>Workforce Supervisory Development Trainings (Planning)</u>			
<u>Workforce Supervisory Development Trainings (Zoning)</u>			

Scorecard Details >

<u>Exception Report</u>	Owners	Monitors	 EXPLORE
Scorecard Name:	Planning and Zoning	Lorie, Maynel O'Quinn Williams, Diane Hough, Dianne Pass, Shirley Hurtado, Amalia	Marko, Thomas
Description:			

Parent Scorecards	Child Scorecards	 LINKS
<u>ACM Scorecard - Susanne Torriente (Land Use & Development)</u>	<u>P & Z - Administration and Operations</u>	
<u>ACM Scorecard - Hudak, Alina</u>	<u>P&Z - Zoning Division</u>	
	<u>P&Z - Planning Division</u>	
	<u>P & Z - Legal Advisor</u>	

Planning and Zoning

Business Plan Report

Customer

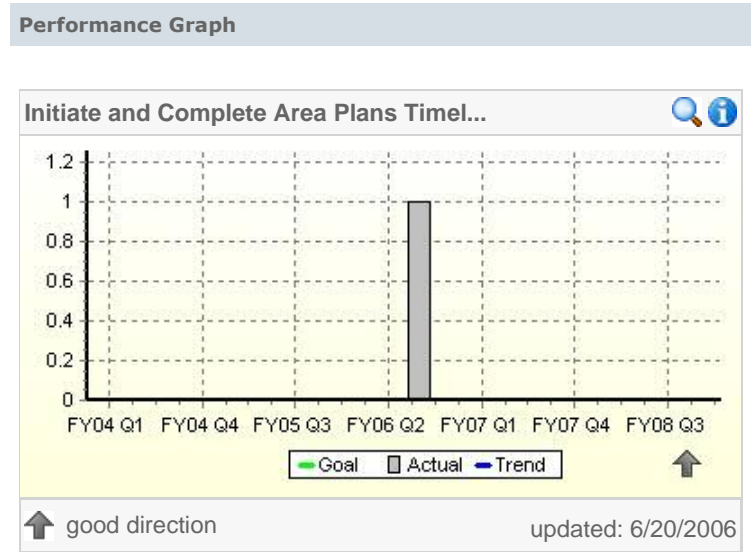
Objective Name	Owner(s)
(1.1) Increased urban infill development and decreased urban sprawl (DP&Z)	Amalia Hurtado Maynel Lorie

Initiatives Linked To Objective	Owner(s)

GrandParent Objectives
Provide efficient, consistent, and appropriate growth management, urban planning, and transportation development services

Parent Objectives
(NU1.1) Increased urban infill development and decreased urban sprawl (priority outcome)

Measures	Owner(s)
Initiate and Complete Area Plans Timely	Subrata Basu Amalia Hurtado Maynel Lorie Dianne Hough

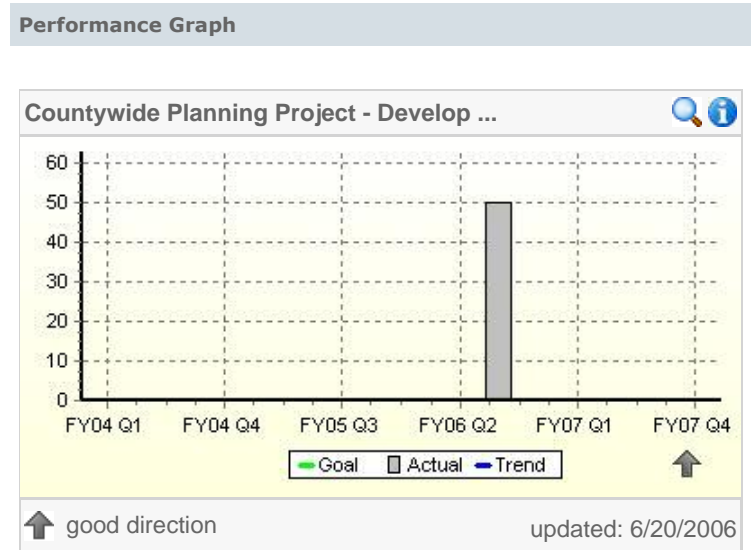


Initiatives Linked To Measure	Owner(s)
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Child Measures Linked To Measure	ACTUAL	GOAL	DATE
▲ Area Plans Per Year (Community Planning)	3	3	FY05

Countywide Planning Project - Develop a workplan for the initiative by Quarter 4	Subrata Basu Amalia Hurtado Maynel Lorie
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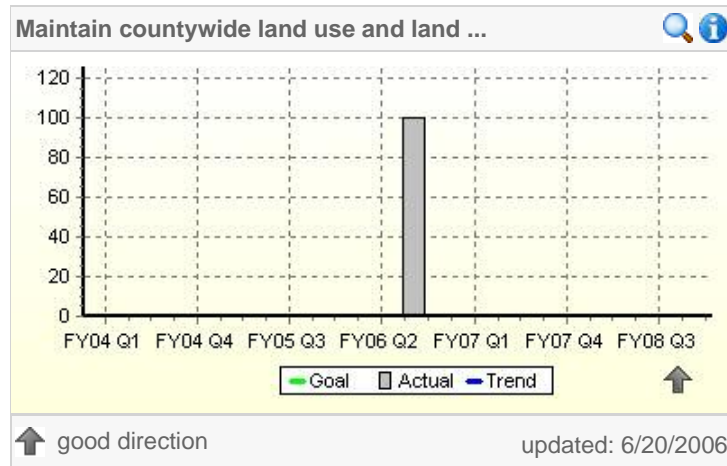
Countywide Planning Project



Initiatives Linked To Measure	Owner(s)
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Child Measures Linked To Measure	ACTUAL	GOAL	DATE
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Performance Graph



Initiatives Linked To Measure

Owner(s)

Child Measures Linked To Measure

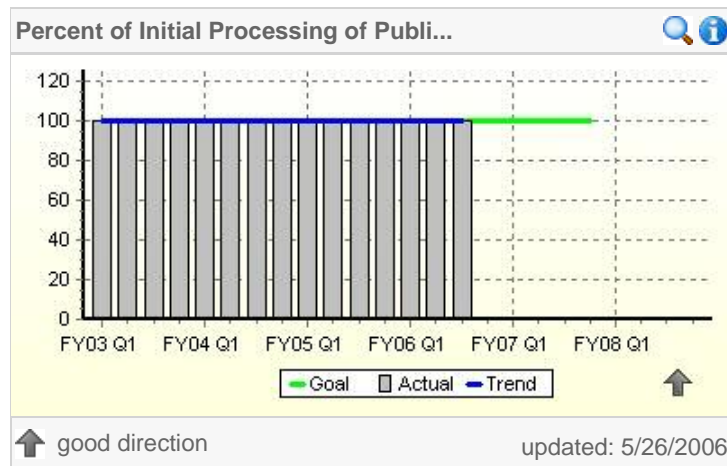
	ACTUAL	GOAL	DATE
Beginning 2003/04 land use and capacity will be continuously updated in square mile sections (Research)	550	550	FY05
Employment projections, commercial/industrial land supply/demand, economic reports (Research)	6	6	FY05

Percent of Initial Processing of Public Hearing Applications, First 40 Days

Shirley Pass Al Torres Amalia Hurtado Maynel Lorie

Provide timely technical review of public hearing applications. Timely issuance of preliminary advertisement or deficiency letters and final advertisement to applicants.

Performance Graph



Initiatives Linked To Measure

Owner(s)

Child Measures Linked To Measure

	ACTUAL	GOAL	DATE
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Percentage Completion of Landscape Reviews of Building Permit Plans (Residential - 2 days; Commercial - 3 days) (Bldg. Perm. Proc. Improv.)

Al Torres Amalia Hurtado Shirley Pass

Provide timely technical review of building permit plans for compliance with the Landscape Code. Residential - 2 days; Commercial - 3 days

Performance Graph

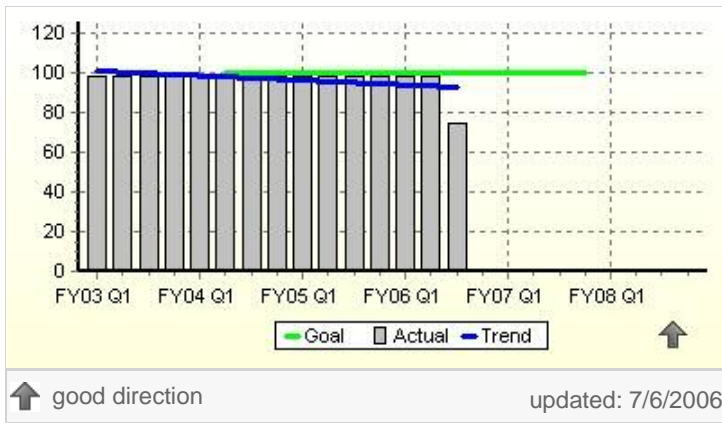


Initiatives Linked To Measure

Owner(s)

Child Measures Linked To Measure

	ACTUAL	GOAL	DATE
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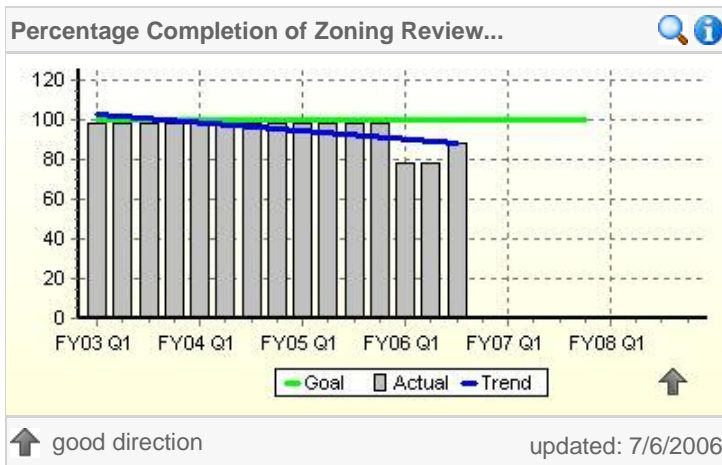


Percentage Completion of Zoning Reviews of Building Permits (Residential - 2 days; Commercial - 3 days) (Zoning Division) (Bldg. Perm. Proc. Improv.)

Shirley Pass Al Torres Amalia Hurtado Maynel Lorie

Timely review of building permit plans for compliance with the Zoning Code. Residential - 2 days Commercial - 3 days

Performance Graph



Initiatives Linked To Measure

Owner(s)

Child Measures Linked To Measure

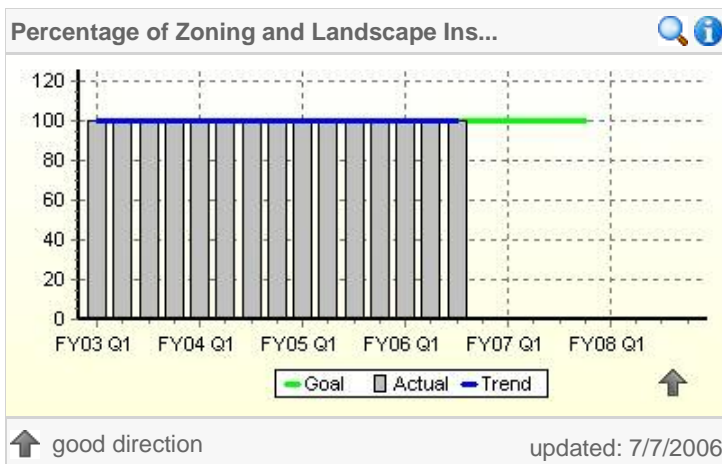
	ACTUAL	GOAL	DATE
Hire one (1) Plans Processors to attain 100% turn around time in the Bldg. Permit Process (P&Z - Permitting)	n/a	n/a	

Percentage of Zoning and Landscape Inspections Performed within 24 hours

Shirley Pass Al Torres Amalia Hurtado Maynel Lorie

Timely response to requests for zoning and landscape inspections in connection with building permits, Certificates of Use, citizen complaints, and requests for inter-departmental assistance on zoning related matters.

Performance Graph



Initiatives Linked To Measure

Owner(s)

Child Measures Linked To Measure

ACTUAL	GOAL	DATE
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Percentage of Impact Fee Assessments and Collections for Office Projects

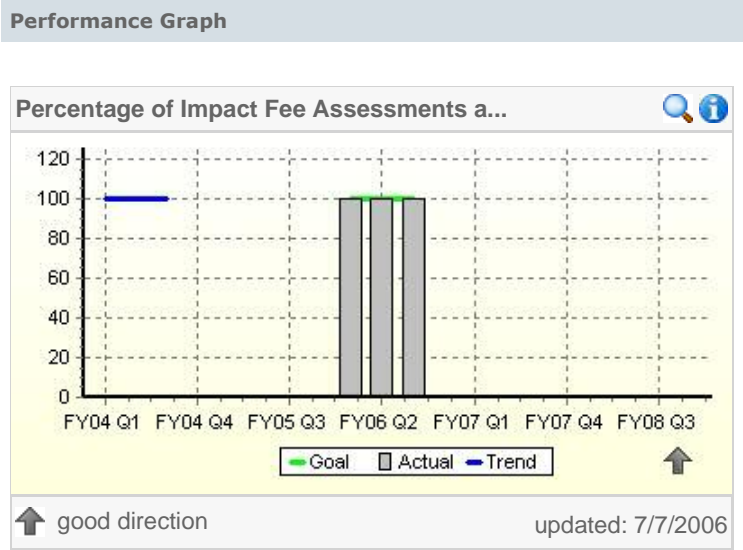
08/02/2006

Amalia Hurtado Maynel Lorie Shirley Pass Al Torres

Page 5 of 22

within 48 Hours

40 Items



Initiatives Linked To Measure Owner(s)

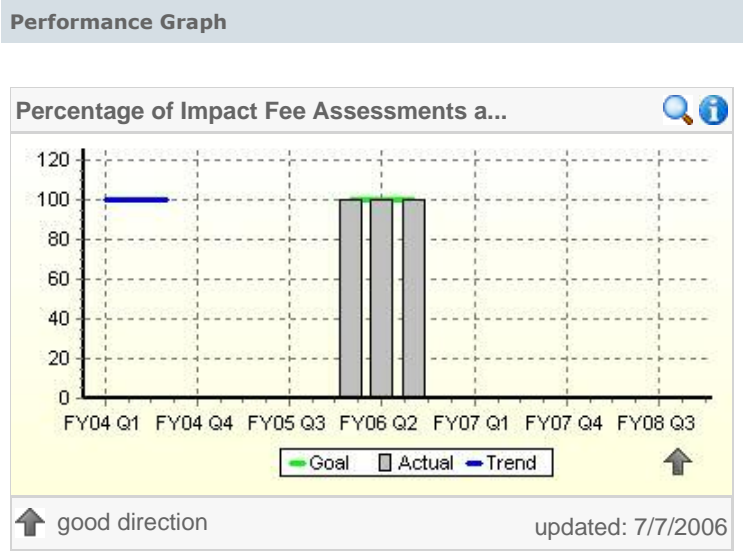
Child Measures Linked To Measure

ACTUAL	GOAL	DATE
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Percentage of Impact Fee Assessments and Collections for Retail Buildings within 48 Hours

Amalia Hurtado Maynel Lorie Shirley Pass Al Torres

20 Items



Initiatives Linked To Measure Owner(s)

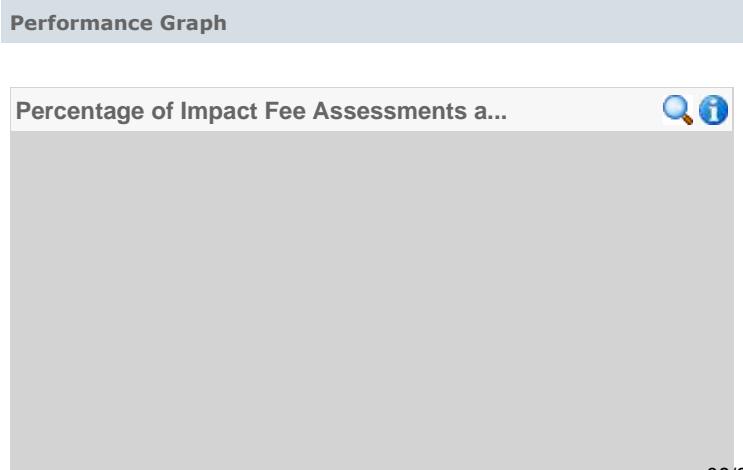
Child Measures Linked To Measure

ACTUAL	GOAL	DATE
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Percentage of Impact Fee Assessments and Collections for Single Family Residences within 24 Hours

Amalia Hurtado Maynel Lorie Shirley Pass Al Torres

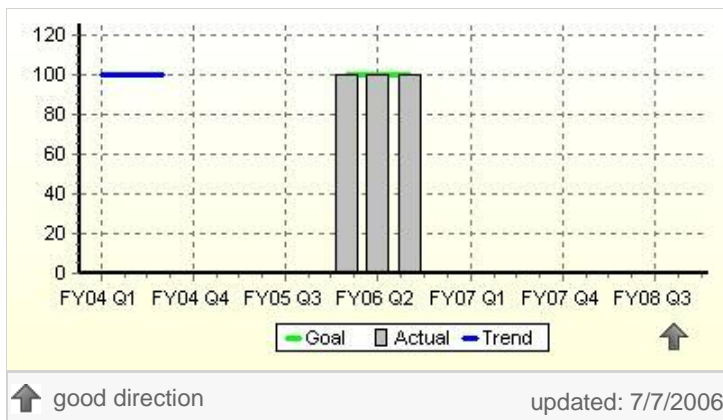
815 Items



Initiatives Linked To Measure Owner(s)

Child Measures Linked To Measure

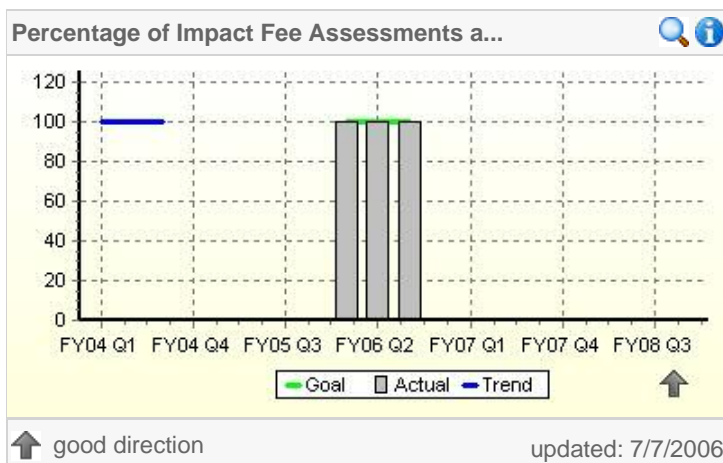
ACTUAL	GOAL	DATE
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Amalia Hurtado Maynel Lorie Shirley Pass Al Torres

36 Items

Performance Graph



Initiatives Linked To Measure

Owner(s)

Child Measures Linked To Measure

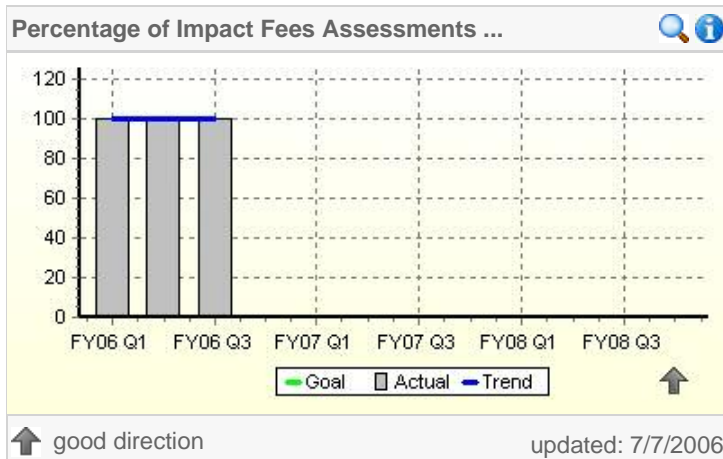
ACTUAL GOAL DATE

Percentage of Impact Fees Assessments and Collections for Additions for Single Family Residences within 24 Hours

Amalia Hurtado Maynel Lorie Shirley Pass

471 Items

Performance Graph



Initiatives Linked To Measure

Owner(s)

Child Measures Linked To Measure

ACTUAL GOAL DATE

Objective Name	Owner(s)
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(1.2) Strengthened bond between the community and Miami-Dade County government (DP&Z) Amalia Hurtado Maynel Lorie Nancy Rubin

Initiatives Linked To Objective	Owner(s)
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GrandParent Objectives

Empower the community by increasing communication and coordination with local, state, and federal entities

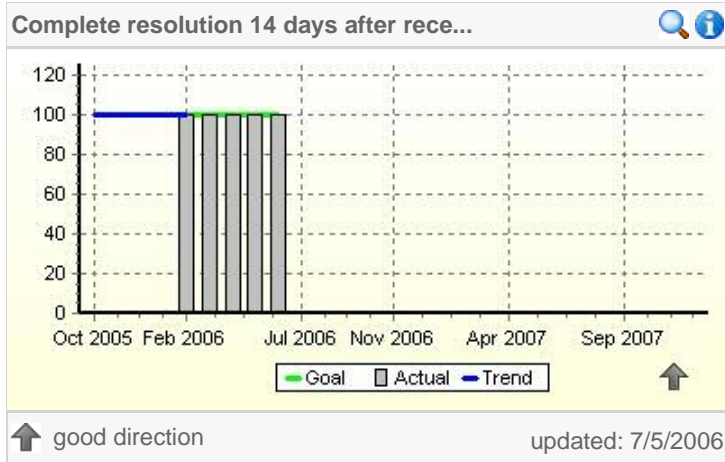
Parent Objectives

(NU2.1) Strengthened bond between the community and Miami-Dade County government (priority outcome)

Measures	Owner(s)
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Complete resolution 14 days after receipt of motion slip for the zoning hearing Nancy Rubin Amalia Hurtado Maynel Lorie

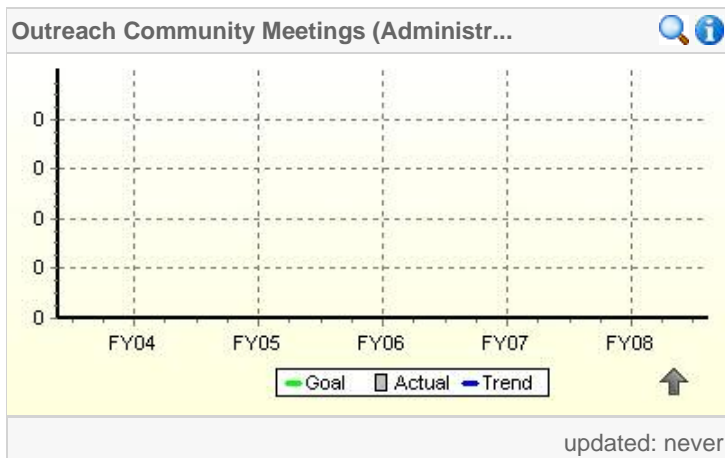
Performance Graph	Initiatives Linked To Measure	Owner(s)
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Child Measures Linked To Measure
ACTUAL GOAL DATE

Outreach Community Meetings (Administration) Amalia Hurtado Maynel Lorie

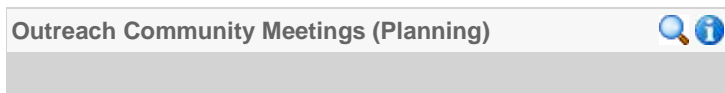
Performance Graph	Initiatives Linked To Measure	Owner(s)
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Child Measures Linked To Measure
ACTUAL GOAL DATE

Outreach Community Meetings (Planning) Amalia Hurtado Subrata Basu Dianne Hough

Performance Graph	Initiatives Linked To Measure	Owner(s)
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Child Measures Linked To Measure
ACTUAL GOAL DATE

Objective Name	Owner(s)
(1.3) Easily accessible information regarding County services and programs - (DP&Z)	Amalia Hurtado Maynel Lorie

Initiatives Linked To Objective	Owner(s)
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GrandParent Objectives

Enhance community access to reliable information regarding services and County government issues

Parent Objectives

(ES2.1) Easily accessible information regarding County services and programs (priority outcome)

Measures	Owner(s)
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Ensuring results are posted on zoning maps 30 days of receipt of resolution

Abel Lera Amalia Hurtado Maynel Lorie

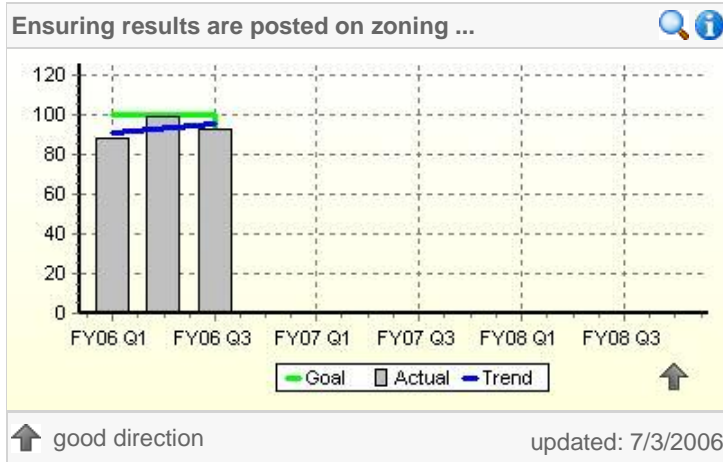
See Owner Comments.

Performance Graph

Initiatives Linked To Measure	Owner(s)
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Child Measures Linked To Measure

ACTUAL GOAL DATE



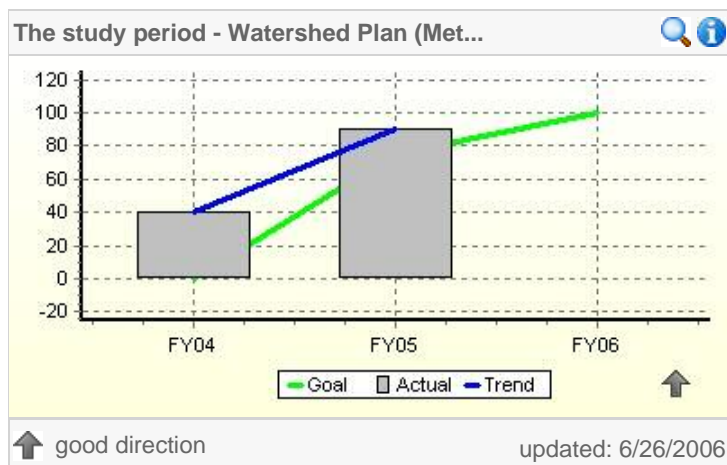
Objective Name	Owner(s)
(1.4) Protection of viable agriculture, wetlands and environmentally-sensitive lands (DP&Z - Planning Watershed Study Completion)	Dianne Hough Amalia Hurtado

Initiatives Linked To Objective	Owner(s)	GrandParent Objectives
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Parent Objectives

Measures	Owner(s)
The study period - Watershed Plan (Metropolitan)	Subrata Basu Amalia Hurtado Dianne Hough

Performance Graph



Initiatives Linked To Measure

Owner(s)

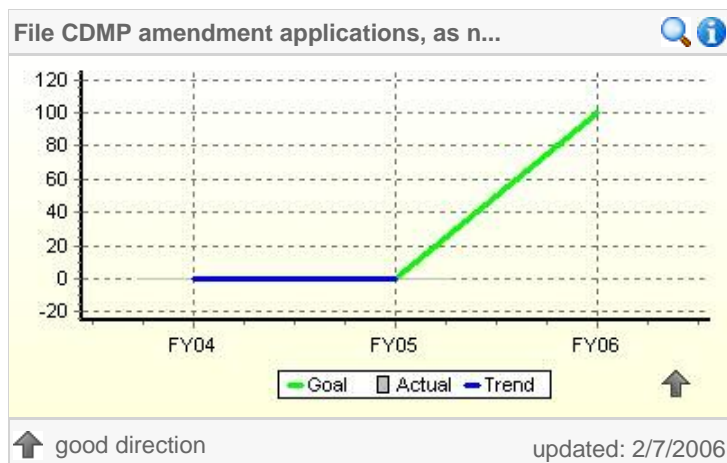
Child Measures Linked To Measure

ACTUAL GOAL DATE

File CDMP amendment applications, as necessary, to incorporate policy recommendations of the Study (Metropolitan)

Subrata Basu Dianne Hough

Performance Graph



Initiatives Linked To Measure

Owner(s)

Child Measures Linked To Measure

ACTUAL GOAL DATE

Objective Name	Owner(s)
(1.6) Improved community access to information and services (DP&Z) (Inspector's Vehicle Tracking System) (Tech. Advancements)	Amalia Hurtado Maynel Lorie

Initiatives Linked To Objective	Owner(s)
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GrandParent Objectives

Easily accessible information regarding County services and programs (priority outcome)

Parent Objectives

(ES2.1.3) Easily accessible information regarding County services and programs - (DP&Z)

Measures	Owner(s)
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Complete Testing-Production

Dolores Daily Amalia Hurtado Maynel Lorie

Web enable information

Performance Graph

Complete Testing-Production



Initiatives Linked To Measure	Owner(s)
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Child Measures Linked To Measure

ACTUAL GOAL DATE

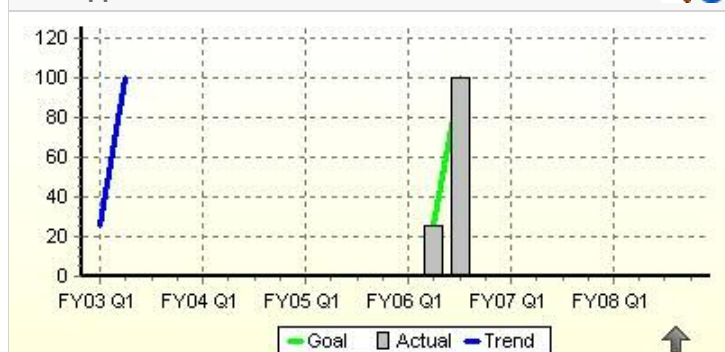
Web Application

Dolores Daily Amalia Hurtado Maynel Lorie

Web application to view vehicles' location on a map in real time.

Performance Graph

Web Application



Initiatives Linked To Measure	Owner(s)
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Child Measures Linked To Measure

ACTUAL GOAL DATE

Objective Name	Owner(s)
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(1.7) Improved Community access to information and services (DP&Z GIS Planning needs) (Tech. Enhancements) Amalia Hurtado Maynel Lorie

Initiatives Linked To Objective	Owner(s)
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GrandParent Objectives

Easily accessible information regarding County services and programs (priority outcome)

Parent Objectives

(ES2.1.3) Easily accessible information regarding County services and programs - (DP&Z)

Measures	Owner(s)
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Analysis for Planning's GIS applications to determine needs Amalia Hurtado Maynel Lorie

Performance Graph



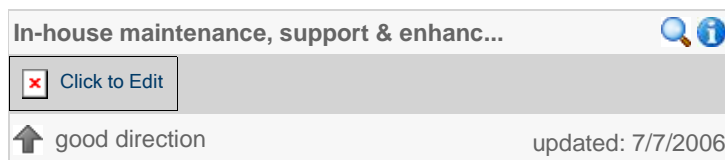
Initiatives Linked To Measure	Owner(s)
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Child Measures Linked To Measure

ACTUAL GOAL DATE

In-house maintenance, support & enhancements to LUMA & CDMP applications Amalia Hurtado Maynel Lorie

Performance Graph



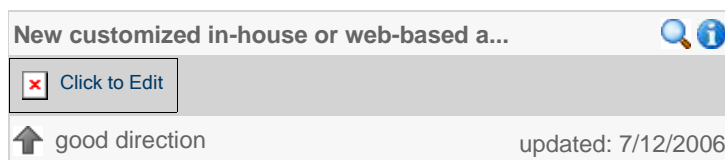
Initiatives Linked To Measure	Owner(s)
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Child Measures Linked To Measure

ACTUAL GOAL DATE

New customized in-house or web-based applications for user by Planners Amalia Hurtado Maynel Lorie

Performance Graph



Initiatives Linked To Measure	Owner(s)
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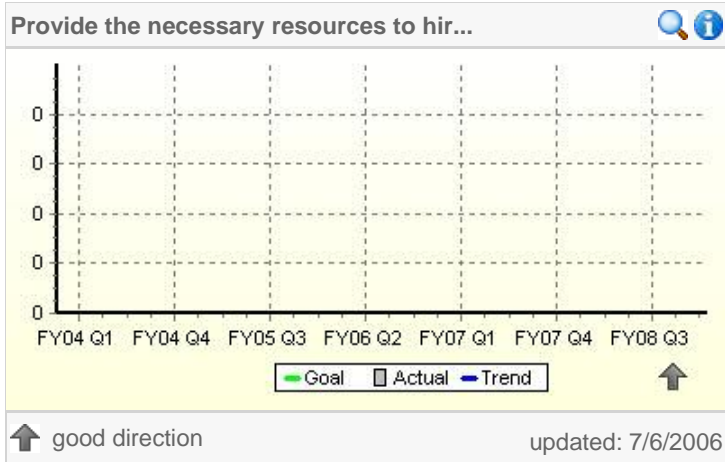
Child Measures Linked To Measure

ACTUAL GOAL DATE

Provide the necessary resources to hire 1 Sr. Systems Analyst to support GIS applications (DP&Z) Amalia Hurtado Maynel Lorie

Performance Graph

Initiatives Linked To Measure	Owner(s)
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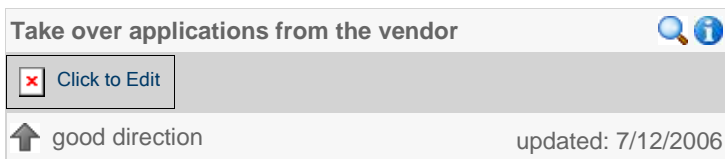


Child Measures Linked To Measure			
	ACTUAL	GOAL	DATE

Take over applications from the vendor

Amalia Hurtado Maynel Lorie

Performance Graph



Initiatives Linked To Measure		Owner(s)
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Child Measures Linked To Measure			
	ACTUAL	GOAL	DATE

Objective Name	Owner(s)
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(1.5) Increased availability of affordable and special needs housing (DP&Z) Amalia Hurtado Maynel Lorie

Initiatives Linked To Objective	Owner(s)
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GrandParent Objectives

Provide adequate, quality, and affordable housing equitably throughout Miami-Dade County

Parent Objectives

(HH5.1) Increased availability of affordable and special needs housing (priority outcome)

Measures	Owner(s)
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Percentage Completion of an Inclusionary Zoning Ordinance for Workforce Housing (Zoning) Al Torres Amalia Hurtado Maynel Lorie Shirley Pass

The creation of a zoning ordinance to encourage the development of workforce housing. Workforce housing is intended to be affordable to individuals and families of moderate incomes, particularly those whose earnings range from 65% to 140% of the County's median income.

Performance Graph	Initiatives Linked To Measure	Owner(s)
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Child Measures Linked To Measure

ACTUAL GOAL DATE

Prepare new goals, objectives and policies component for Inclusionary Housing (Research) Subrata Basu Dianne Hough Amalia Hurtado Maynel Lorie

Performance Graph	Initiatives Linked To Measure	Owner(s)
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Child Measures Linked To Measure

ACTUAL GOAL DATE

Objective Name	Owner(s)
(1.8) Improved community access to information and services - (DP&Z GIS Zoning Historical Layer) (Tech. Enhancements)	Amalia Hurtado Maynel Lorie Planning and Zoning

Initiatives Linked To Objective	Owner(s)	GrandParent Objectives
		Easily accessible information regarding County services and programs (priority outcome)
		Parent Objectives
		(ES2.1.3) Easily accessible information regarding County services and programs - (DP&Z)

Measures	Owner(s)
Begin analysis of GIS Zoning History Layer	Abel Lera Amalia Hurtado Maynel Lorie
See Owner Comments.	

Performance Graph	Initiatives Linked To Measure	Owner(s)				
<div><div>Begin analysis of GIS Zoning History L...</div><div><p>↑ good direction updated: 7/3/2006</p></div></div>	<div>Child Measures Linked To Measure</div> <table><thead><tr><th></th><th>ACTUAL</th><th>GOAL</th><th>DATE</th></tr></thead></table>		ACTUAL	GOAL	DATE	
	ACTUAL	GOAL	DATE			

Objective Name	Owner(s)
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(1.9) Customer Service Surveys

Amalia Hurtado

Initiatives Linked To Objective	Owner(s)
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GrandParent Objectives

Parent Objectives

Measures	Owner(s)
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Secret Shopper Score (Planning and Zoning)

Diane O'Quinn Williams

This measures the satisfaction of secret shoppers with the department's services at its points of contact with the public. The goal of 4.0 on a 1.0 - 5.0 scale, 5.0 being best, is based on the 4 out of 5 goal stated in the Miami-Dade County Strategic Plan under Enabling Strategies (ES1).

Performance Graph

Initiatives Linked To Measure

Owner(s)

Secret Shopper Score (Planning and Zon...



↑ good direction

updated: 7/7/2006

Child Measures Linked To Measure

ACTUAL	GOAL	DATE
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A. Development and land use in the County

Kevin Kirwin

Performance Graph

Initiatives Linked To Measure

Owner(s)

A. Development and land use in the Cou...



↑ good direction

updated: 6/1/2006

Child Measures Linked To Measure

ACTUAL	GOAL	DATE
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B. Development and land use in your neighborhood

Kevin Kirwin

Performance Graph

Initiatives Linked To Measure

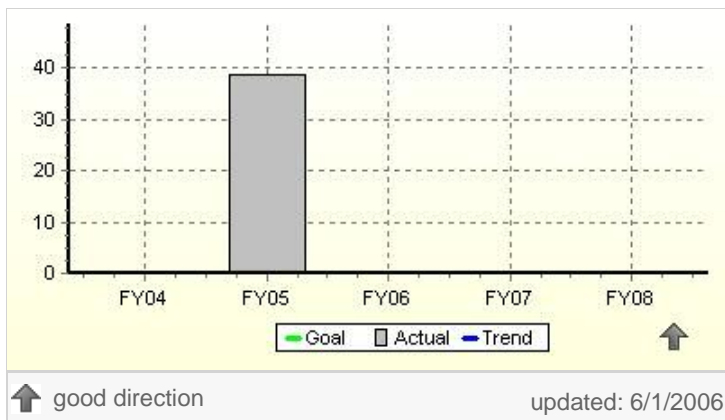
Owner(s)

B. Development and land use in your ne...



Child Measures Linked To Measure

ACTUAL	GOAL	DATE
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C. How the County is managing growth

Kevin Kirwin

Performance Graph



Initiatives Linked To Measure

Owner(s)

Child Measures Linked To Measure

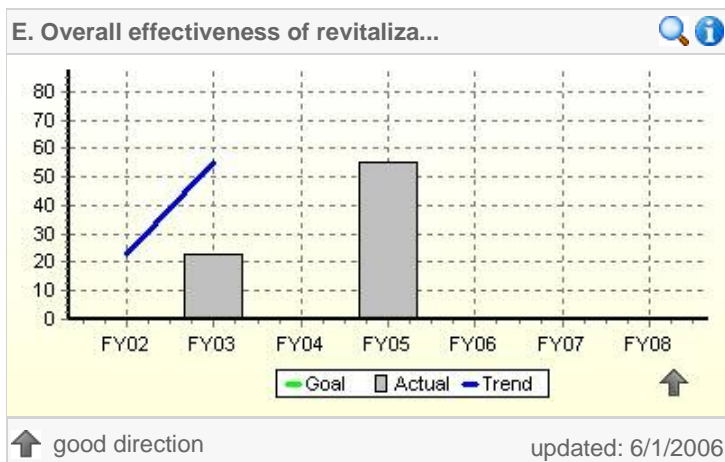
ACTUAL GOAL DATE

E. Overall effectiveness of revitalization efforts in low income areas in the County

Christa Erml Kevin Kirwin

Percentage of survey respondents that agree that County government effectively develops low income/ poor areas of the County. question # 19e - 2005 ETC Survey

Performance Graph



Initiatives Linked To Measure

Owner(s)

Child Measures Linked To Measure

ACTUAL GOAL DATE

Financial

Objective Name		Owner(s)
(2.1) Meet Budget Targets (DP&Z)		Amalia Hurtado Maynel Lorie Planning and Zoning
Initiatives Linked To Objective		Owner(s)
GrandParent Objectives		
Planned necessary resources to meet current and future operating and capital needs (priority outcome)		
Parent Objectives		
(ES8.2.1) Meet Budget Targets		
Measures		Owner(s)
Expen: Total (Planning and Zoning)		Gloria Suarez Amalia Hurtado Maynel Lorie
Total expenditures in \$1,000s (from roll-up of Personnel, Other Operating, and Capital). Expenses are not evenly incurred throughout the year		
Performance Graph		Initiatives Linked To Measure
<div>Expen: Total (Planning and Zoning)</div> <p>↓ good direction updated: 3/1/2006</p>		Owner(s)
Child Measures Linked To Measure		
		ACTUAL GOAL DATE
▲	Expen: Personnel (Planning and Zoning)	\$2,823 \$2,960 FY06 Q3
▲	Expen: Other Operating (Planning and Zoning)	\$838 \$3,530 FY06 Q3
▲	Expen: Capital (Planning and Zoning)	\$24 \$40 FY06 Q3
Performance Graph		Initiatives Linked To Measure
<div>Revenue: Total (Planning and Zoning)</div> <p>↑ good direction updated: 7/7/2006</p>		Owner(s)
Child Measures Linked To Measure		
		ACTUAL GOAL DATE

Internal

Objective Name	Owner(s)
(3.1) Staff Count (DP&Z)	Amalia Hurtado Maynel Lorie

Initiatives Linked To Objective	Owner(s)	GrandParent Objectives
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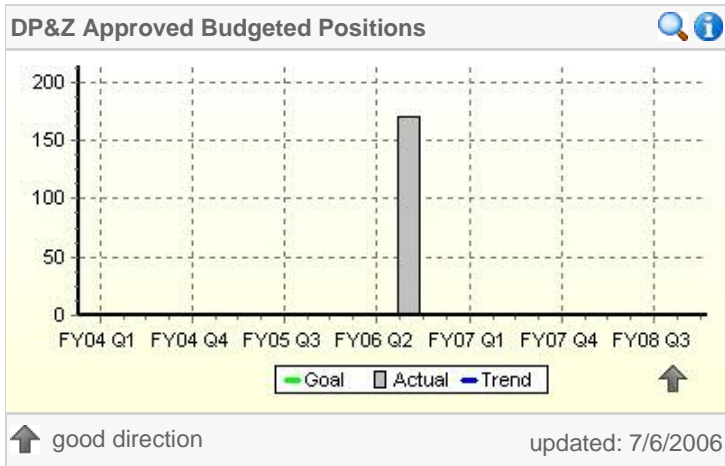
Parent Objectives

Measures	Owner(s)
DP&Z Approved Budgeted Positions	Amalia Hurtado Hilda Castillo Maynel Lorie

Performance Graph

Initiatives Linked To Measure	Owner(s)
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Child Measures Linked To Measure		
ACTUAL	GOAL	DATE

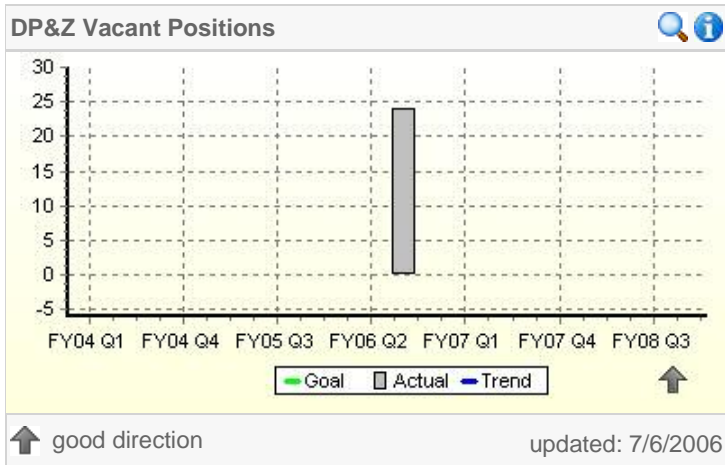


DP&Z Vacant Positions	Amalia Hurtado Hilda Castillo Maynel Lorie
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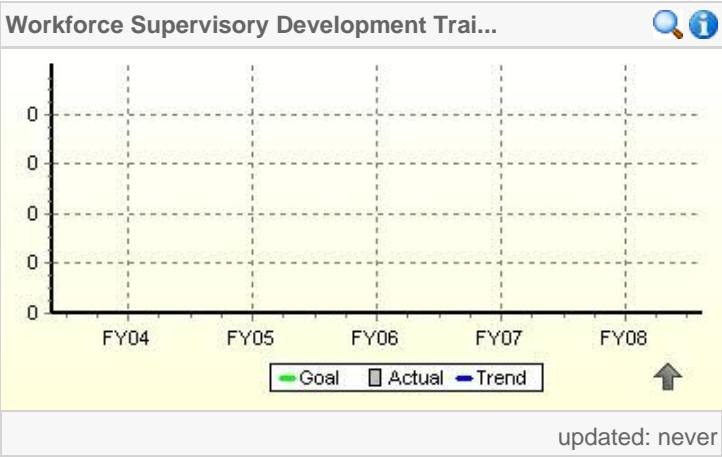
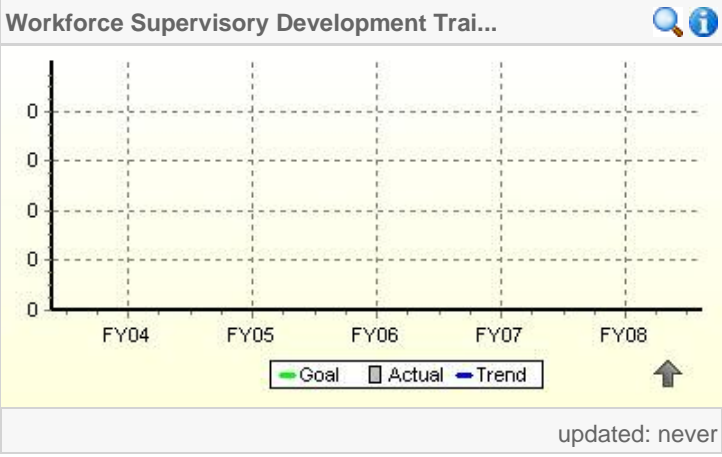
Performance Graph

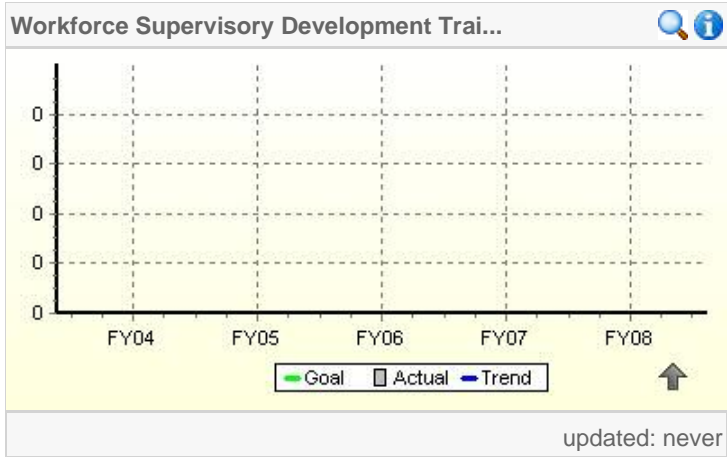
Initiatives Linked To Measure	Owner(s)
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Child Measures Linked To Measure		
ACTUAL	GOAL	DATE



Learning and Growth

Objective Name		Owner(s)
(4.1) Workforce skills to support county priorities (Mentoring, Leadership, Customer Serv. etc.) (DP&Z)		Amalia Hurtado Maynel Lorie
Initiatives Linked To Objective	Owner(s)	
	GrandParent Objectives	
	Attract, develop and retain an effective, diverse and dedicated team of employees	
	Parent Objectives	
	(ES5.4) Workforce skills to support County priorities (e.g. leadership, customer service, fiscal problem-solving technology, etc.) (priority outcome)	
Measures		Owner(s)
Workforce Supervisory Development Trainings (Administration)		Amalia Hurtado Maynel Lorie
Performance Graph	Initiatives Linked To Measure	
<div>Workforce Supervisory Development Trai...</div> 	Child Measures Linked To Measure	
		ACTUAL GOAL DATE
	Mentoring Program (Administration)	n/a n/a FY06
	Senior Staff Trainings (Administration)	n/a n/a
	Supervisory Training (Administration)	n/a n/a
Measures		Owner(s)
Workforce Supervisory Development Trainings (Planning)		Amalia Hurtado Subrata Basu Dianne Hough Maynel Lorie
Performance Graph	Initiatives Linked To Measure	
<div>Workforce Supervisory Development Trai...</div> 	Child Measures Linked To Measure	
		ACTUAL GOAL DATE
	Mentoring Program (Planning)	n/a n/a
	Senior Staff Trainings (Planning)	n/a n/a
	Supervisory Trainings (Planning)	n/a n/a
Measures		Owner(s)
Workforce Supervisory Development Trainings (Zoning)		Amalia Hurtado Shirley Pass Al Torres
Performance Graph	Initiatives Linked To Measure	
	Child Measures Linked To Measure	



	ACTUAL	GOAL	DATE
Mentoring Program (Zoning)	n/a	n/a	
Senior Staff Training (Zoning)	n/a	n/a	
Supervisory Training (Zoning)	n/a	n/a	